

COMMISIONERS PRESENT

Gil Palmer, Chairperson Ian Kohen, Vice Chairperson Trena Carter, Treasurer John Roberts, Secretary Kelly Benjamin Greg Lewis Richard Gold

COMMISIONERS ABSENT

John Stroh Tony McClendon Annette Barnes Rhea Baker-Ipek

STAFF PRESENT

Lorraine Smith, Director Betsy Schuette, Secretary

MEETING CALLED TO ORDER

GUESTS PRESENT

Ethan Crough, Little People of America

SECRETARY'S REPORT

Commissioner Roberts requested that Commissioners to review the minutes again that were previously sent to them. Commissioner Carter moved that the September minutes be approved as presented. Commissioner Benjamin seconded. Motion carried. September minutes were approved.

TREASURER'S REPORT

Commissioner Carter reported no activity with the Donations Account keeping the balance at \$6125.74.

Commissioner Lewis moved that the Treasurer's Report be accepted. Commissioner Baker-Ipek seconded. Motion carried.

CHAIRPERSON'S REPORT

Chairperson Palmer welcomed Ethan Crough of Little People of America who provided an education presentation on dwarfism awareness for the Human Rights Commissioners. October is Dwarfism Awareness month. The Little People of America District 9 Conference was held in Columbus recently where Director Smith provided remarks. Mr. Crough presented the history of dwarfism, health facts and challenges that are involved with dwarfism.

DIRECTOR'S REPORT

CASEWORK:

The office continues to be busy with case work. The following is case activity updates:

- 1 Technical Assistance Intake- Disability in Employment.
- 3 Technical Assistance Intakes on a Housing/Lending issue.
- 1 Technical Assistance Intake/Police Complaint (Person had disability needed assistance with completing form)
- 1 EEOC Filing –Age Discrimination
- 1 Technical Assistance NLRB Issue

COMMISSION:

Deputy Director Hire Process:

Director Smith announced Aida Ramirez as the new Deputy Director and will begin her duties on November 12th. It was a difficult decision but with the Six Sigma process assistance provided by Commissioner Kohen, Director Smith felt it was a very efficient process.

Director Smith provided the Commissioners a synopsis of her education and skills which are as followed:

- Juris Doctorate, Indiana University School of Law, Indianapolis
- B.S., M.S., and Ph.D candidate (ABD) from Purdue University
- Worked as Law Clerk for Judge Louis F. Rosenberg, Judge of Marion County Circuit Court
- Implemented court reform grant through the Indiana Supreme Court
- Worked with judicial officers to increase access to Marion County Small Claims courts by creating pro se litigant-friendly court materials
- Increased access to courts for litigants with limited English proficiency and for persons with physical and hearing impairments.
- Implemented ADA recommendations for the court system

- Drafted uniform court forms
- Increased access to interpreters in the court system
- Interpreted for Spanish-language litigants when necessary and translated court documents to Spanish

IUPUC Diversity Circles:

Commissioner Barnes completed her participation in the IUPUC Diversity Circles and was impressed with the whole process.

2014 Essay and Art Contests.

Director Smith is working on a theme for the Essay and Art Contests and has received a number of inquiries about this year's theme. Director Smith plans to bring Deputy Director Ramirez in to assist with planning the contest details and hopes to have it wrapped up by mid-November.

OFFICE:

 Betsy met with a vendor to look for best deals on office supplies so that we get the best product for the best cost. Betsy attended the Women's Conference hosted by the Chamber of Commerce on October 28.

OTHER ACTIVITIES:

<u>Threads Showing, City Hall – October 9, 2013.</u>

Director Smith along with Commissioners Barnes, Roberts and Gold attended the *'Threads of Diversity'* viewing that was held at City Hall in the Cal Brand Meeting Hall. The attendance was somewhat sparse, but there was still good discussions that took place. Caitlin Findley, the North High School Student whose Senior Project centered around education on LGBT inclusiveness and issues was present at the viewing as well as her mother. Commissioner Barnes who is the Liaison to Pride Alliance serves as a mentor for the student. Yes Cinema will be having a viewing of the film during the film festival on the weekend of November 1st with opportunities for discussion afterwards. IUPUC will also have a viewing sometime soon as well.

Trainings in Collaboration with Columbus Area Chamber of Commerce

Director Smith is in preliminary discussion with Cindy Frey, President of the Columbus Chamber of Commerce to discuss potential CHRC collaboration with the Chamber of Commerce regarding future discrimination trainings.

Outreach Committee/Heritage Fund Executive Committee:

Director Smith is transitioning out as the Chair of the Outreach Committee. Co-chair Tom Harmon who has been transitioning into that position is taking over. She will remain as a community advisor from the Commission.

Director Smith attended the HFBC Outreach Committee meeting on October 17. Plans are in the works for a second Targeted Welcoming Community II Grants program which could have a specific focus that aligns very nicely with current work in the community. That program should be announced in the first quarter of 2014.

Director Smith completed the survey via Survey Monkey regarding the Welcoming Community Center to the Commissioners for feedback. The Outreach Committee is moving ahead with the Six Sigma project on the Welcoming Community Center. Work continues on neighborhood revitalization through leveraging the work of United Way and Heritage Fund.

Little People of America Region 9 Conference

On Saturday October 5, along with Mayor Brown, Director Smith provided remarks to the Region 9 Conference for Little People of America.

MACDA (Mayor's Advisory Council on Disability and Accessibility):

The meeting will be November 4th and the committees are meeting and hope to roll out its plans first quarter 2014. The Committees are planning community awareness of disability and accessibility as well as a volunteer program dealing with side walk accessibility.

Audit and Review Committee-October 17:

Commissioners Barnes and Vice-Chair Kohen and Director Smith attended the Audit and Review Committee meeting on October 27, 2013. Chief Maddox reviewed current complaints and their resolution. He informed the committee that this quarter is the highest number of community contacts that he's seen in a similar quarter. Increased policing has contributed to those higher community contacts. Chief Maddox also informed the group that the most recent participates in the Safety Academy is the most diverse group which participants included mostly CAMEO members.

Police Recruiting Feedback:

Chief Maddox requested feedback from Director Smith on the department's General Order/policies regarding minority recruitment. The policies are being developed for the department's national accreditation status.

Community Evaluator-Human Rights & Civil Liberties Student Projects:

At the invitation of Char Glassley, a a history teacher at New Tech Signature Academy, Director Smith served as a community evaluator on student presentations on human rights and civil liberties on October 2nd and 3rd. Some of the project topics included: suffragette movement, environmental movement, civil rights and anti-war which could be presented to the Commission at some time in the future.

Heritage Fund Fall Open House

Director Smith attended the Fall Open House for Heritage Fund which was held on October 17. The Open House was held to highlight new changes to the physical location as well as introduce new members of staff that have joined Heritage Fund.

The Republic Woman of Year Program for Sherry Stark

Director Smith attended the The Republic's, Woman of the Year recognition ceremony for Sherry Stark on October 21. Under Sherry Stark's leadership, the Heritage Fund was awarded the William R. Laws Human Rights Award. It was under Sherry's leadership that the Outreach Committee began its Welcoming Community work.

CITY HALL:

- New Planning Associate Lee Ann Wells has been hired in the Planning Department. Lee Ann replaces Rae-Leigh Stark who relocated to Portland, OR recently.
- Kenny Whipker, former Bartholomew County Sheriff has been sworn in as replacement for Aaron Hankins who resigned from his seat as City Council member.
- Parking Management Study-A parking study sponsored by the Redevelopment Commission has been completed. The study was conducted by consultants to examine the availability of parking in the downtown area and to provide recommendations. The study includes an examination of handicap and accessibility of curb cuts as well. Heather Pope, Redevelopment Director, has posted the study on the City's website. Go to the website to view details of the study and contact information to provide feedback or questions.

UPCOMING:

Wednesday November 6TH AT 4PM. Excellence in Leadership Initiative-IUPUC:

**Rescheduled **Parvez Sharma

<u>Saturday November 9</u>, NAACP Freedom Fund/Scholarship Banquet, Clarion Hotel. Keynote Speaker Dr. Kevin Jones, IUPUC. Adult ticket \$30, Youth \$15 (up to 12 years)

<u>Tuesday/Wedneday Dec 3 & 4th</u>, Conference On Livable Communities – Theme "Dream to Dare: Game Changing Communities", Indianapolis, sponsored by the Governor's Council for People with Disabilities.

FOR ACTION

ANNUAL DINNER 2014:

Director Smith requested assistance from the Commissioners to select a keynote speaker for the 2014 Annual Dinner. Chairperson Palmer, Commissioners Kohen, Carter and Gold will assist with the selection process. The Commissioners discussed potential speaker information distributed by Director Smith. An additional potential speaker that the Commissioners will explore will be Coach Rick Weinheimer who does motivational speaking. Discussion ensued. Goals of the dinner were discussed which included, educating the public, maintaining and increasing dinner attendance and providing the CHRC report to the community. Commissioner Roberts moved that the Annual Dinner Sub-Committee be charged with reviewing potential keynote speakers and selecting a candidate to extend an invitation to be the 2014 Annual Dinner Keynote Speaker. Commissioner Benjamin Seconded. Motion carried.

LIAISON REPORTS

- Commissioner Lewis reported that he did not attend the last CAMEO meeting.
- Commissioner Roberts reported the Transit Authority Board meeting was cancelled due to the holiday.

ADJOURNMENT:

Commissioner Roberts moved that the meeting be adjourned. Commissioner Carter seconded. Motion carried meeting adjourned.